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PATENT

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

Application No. 09/921,993

Filed: August 2, 2001

Confirmation No. 6882

For: DEVELOPMENT OF ELECTRONIC
EMPLOYEE SELECTION SYSTEMS AND
METHODS

Examiner: George B. Davis

Art Unit: 2121

Attorney Reference No. 5437-60780-01

CERTIFICATE OF MAILING

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

Attorney
for Applicant(s)

Date Mailed November 4, 2004

G.L. Maurer

COMMISSIONER FOR PATENTS
P.O. BOX 1450
ALEXANDRIA, VA 22313-1450

INFORMATION DISCLOSURE STATEMENT PURSUANT TO
37 C.F.R. § 1.97(c)

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent. This Information Disclosure Statement ("IDS") is being mailed before Applicants received a final action, a notice of allowance, or an action that otherwise closes prosecution in the referenced application.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163).

Applicants will provide copies of such patents or applications upon request.

Submitted herewith is a check for \$180.00 as required by 37 C.F.R. § 1.17(p) for filing this IDS in compliance with 1.97(c).

Please charge any additional fees which may be required in connection with filing this IDS, or credit any overpayment, to Deposit Account No. 02-4550. A duplicate copy of this sheet is enclosed.

The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

KLARQUIST SPARKMAN, LLP

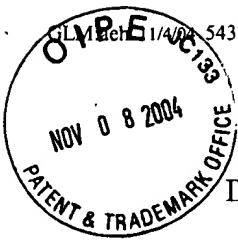
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PATENT

Attorney Reference Number 5437-60780-01

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TRANSMITTAL LETTER

Enclosed for filing in the application referenced above are the following:

- Information Disclosure Statement
 - Form 1449 and references cited thereon
 - IDS Fee of \$180.00
- The Director is hereby authorized to charge any additional fees that may be required, or credit over-payment, to Deposit Account No. 02-4550. A copy of this sheet is enclosed.
- Please return the enclosed postcard to confirm that the items listed above have been received.

Respectfully submitted,

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**INFORMATION DISCLOSURE STATEMENT
BY APPLICANT**

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O I P E S C I E S

P A T E N T & T R A D E M A R K O F F I C E

Attorney Docket Number	5437-60780-01
Application Number	09/921,993
Filing Date	August 2, 2001
First Named Inventor	Chambless
Art Unit	2121
Examiner Name	George B. Davis

U.S. PATENT DOCUMENTS

NOTE: This application was filed after June 30, 2003, copies of United States patents and United States published patent applications do not have to be provided to the Patent Office. This requirement of 37 C.F.R. § 1.98(a)(2)(i) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on August 5, 2003 (1276 OG 55).

Examiner's Initials*	Cite No. (optional)	Number	Publication or Issue Date	Name of Applicant or Patentee
		5,722,418	March 3, 1998	Bro
		5,980,096	November 9, 1999	Thalhammer-Reyero
		2001/0031457 A1	October 18, 2001	Pfenninger et al.
		6,311,641 B1	October 30, 2001	Ogden
		2001/0042000 A1	November 15, 2001	Defoor, Jr.
		2002/0019940 A1	February 14, 2002	Matteson et al.
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		6,493,723	December 10, 2002	Busche
		6,681,098 B2	January 20, 2004	Pfenninger et al.

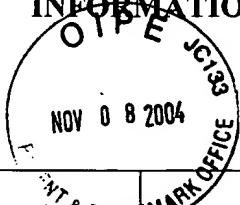
OTHER DOCUMENTS

Examiner's Initials*	Cite No. (optional)	OTHER DOCUMENTS
		"ASSESS Expert System/Bigby, Havis & Associates, Inc.," page archived from www.bigby.com website, 2 pages, May 7, 1999.
		"assesspreview: ASSESS User Site Instructions," page archived from www.bigby.com website, 1 page, October 12, 2000.
		"assesspreview: History of ASSESS," page archived from www.bigby.com website, 1 page, October 11, 1999.
		"assesspreview: Welcome to the ASSESS Internet Online Preview," page archived from www.bigby.com website, 1 page, May 8, 1999.

EXAMINER
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DATE
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* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.

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		First Named Inventor	Chambless
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		Examiner Name	George B. Davis
INT & TRADEMARK OFFICE		“assesspreview: What is ASSESS?,” page archived from www.bigby.com website, 1 page, October 11, 1999.	
		“Custom Job Center,” DecisionPoint Systems Hirelink Network advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		“DDI Launches Tech Spin-Off Targeting Small to Mid-Size Businesses,” AdvantageHiring.com, http://www.advantagehiring.com/about/pr_DDIspinoff.asp , 2 pages, September 17, 1999.	
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		“Facts About DDI: Who We Are, What We Do,” Development Dimensions International, Inc., http://www.ddiworld.com/about/pr_facts.asp , 3 pages, website visited on November 2, 2004.	
		“Highlights, The Bigby, Havis Newsletter: How Our Clients Use ASSESS,” page archived from www.bigby.com website, 1 page, October 8, 1999.	
		“HirePro.com - The Technology to Select The Ideal Employee Is Now Online,” DecisionPoint Systems HirePro.com advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		“HirePro™ - Automated Hiring System,” DecisionPoint Systems HirePro™ advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		“HirePro™ Assessments - Application Assessment Tests for HirePro™,” DecisionPoint Systems Assessment Series advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		“HirePro™,” DecisionPoint Systems HirePro™ advertisement, 1 page, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		“HirePro™,” Retail Direct Mail Piece, 6 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	

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		<p>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</p>	<table border="1"> <tr><td>Attorney Docket Number</td><td>5437-60780-01</td></tr> <tr><td>Application Number</td><td>09/921,993</td></tr> <tr><td>Filing Date</td><td>August 2, 2001</td></tr> <tr><td>First Named Inventor</td><td>Chambless</td></tr> <tr><td>Art Unit</td><td>2121</td></tr> <tr><td>Examiner Name</td><td>George B. Davis</td></tr> </table>	Attorney Docket Number	5437-60780-01	Application Number	09/921,993	Filing Date	August 2, 2001	First Named Inventor	Chambless	Art Unit	2121	Examiner Name	George B. Davis
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		<p>"How Do You Stack Up Next to Training's New Guard?" http://web.archive.org/web/19991012021341/ddiworld.com/newguard/index.htm, Development Dimensions International, Inc., 4 pages, website archived October 12, 1999.</p>													
		<p>"November 18, 1997: More Firms Recruit Via the Internet," <i>The Boston Globe</i>, 2 pages, November 14, 1997.</p>													
		<p>"Online Recruiting Strategist," Hunt-Scanlon.com, http://www.hunt-scanlon.com/newsarchives/orsarchives/2000/jan.htm, 8 pages, January 2000.</p>													
		<p>"PR Newswire: TekMetrics Help EDS Select Top Sales Talent Online," http://www.google.com/search?hl=en&q=cache%3Awww.findarticles.com%2Fcf_dls%2Fm4PRN%2F1999_April_29%2F54502514%2Fpl%2Farticle.jhtml PR Newswire, April 29, 1999.</p>													
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		<p>"ReportView™ - Closed Loop Reporting for HirePro™," DecisionPoint Systems ReportView™ advertisement, 4 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.</p>													
		<p>"Saville & Holdsworth, Human Resource Consulting: ApView™ Net," page archived from www.shlusa.com website, 2 pages, April 29, 1999.</p>													
		<p>"SHL Aspen Tree Software - Solutions for Employee Selection," page archived from www.aspentre.com website, 1 page, December 1, 1998.</p>													
		<p>"SHL-HR Support Tools, Analytical Process, Decision-Support Tech," page archived from www.shlusa.com website, 1 page, February 18, 1999.</p>													
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		<p>Bylinsky, et al., "Computers That Learn by Doing," <i>Fortune</i>, Vol. 128, Issue 5, p96, 5p, 14c, 7 pages, September 6, 1993.</p>													
		<p>Glatzer, "Neural Networks Take on Real-World Problems," (Abstract) <i>Computer World</i>, v26, n32, p21(1), 1 page, August 10, 1992.</p>													
		<p>Goodwin, "As Job Seekers Turn to Net," (Brief Article) <i>Computer Weekly</i>, p6(1), February 4, 1999.</p>													
		<p>Lawton, "Genetic Algorithms for Schedule Optimization," (Cover Story) <i>AI Expert</i>, v7, n5, p22(6), 7 pages, May 1992.</p>													
		<p>Scarborough, "Decision Point Systems," Presentation to potential customer, 38 pages, ten or fewer copies left with potential customer, Wilsonville, Oregon, before June 2000.</p>													

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